

	FIRE	RMEA	RMunMG	RMidMG	PUBLIC WORKS	LIBRARY	POLICE	COMMUNICATIONS	NON UNION
Contract Term	7/2021 to 6/2023	7/2020 to 6/2023	7/2018 to 6/2023	7/2018 to 6/2023	7/2019 to 6/2023	7/2019 to 6/2023	1/1/20 to 6/2023	7/2020 to 6/2023	NA
Positions	Firefighters Lieutenants Captains	Support Staff throughout all departments	Senior Managers (excluding Police Command)	Middle Managers (excluding Police Command)	All DPW excluding Director, Supervisory, Clerical & PT staff	Librarians Asst Librarians Secretary	FT Patrol Officers Sergeants	Specialists	Classifications in Non-union Merit Plan
Personal Leave	2 (12.0 hr) days/year Probationary EEs 48 hours	2 days/yr	2 days/yr	2 days/yr	1 day/yr <5 yrs 2 days/yr >5 yrs	2 days/yr	2 days/yr	2 days/yr	2 days/yr
Holidays	11 (10.5 hr) days per yr paid out twice per year	11 days per year	11 days per year	11 days per year	11 days per year	11 days per year	11 days per year paid out twice per year	11 days per year paid out twice per year	11 days per year
Family Sick Leave	none	3 days/year	3 days/year	3 days/year	3 days/year given on 7/1	3 days/year	3 days/year	3 days/year	3 days/year
Vacation Accumulation	10 days/yr 0-5 yrs 15 days/yr 6-10 yrs 18 days/yr 11-15 yrs 20 days/yr 16+ yrs	10 days/yr 0-5 yrs 15 days/yr 6-10 yrs 20 days/yr 11+ yrs	10 days/yr 0-5 yrs 15 days/yr 6-10 yrs 20 days/yr 11-24 yrs 25 days/yr 25+ years	10 days/yr 0-5 yrs 15 days/yr 6-10 yrs 20 days/yr 11-24 yrs 25 days/yr 25+ years	10 days/yr 0-5 yrs 15 days/yr 6-10 yrs 20 days/yr 11-24 yrs 25 days/yr 25+ yrs	10 days/yr 0-5 yrs 15 days/yr 6-10 yrs 20 days/yr 11-24 yrs 25 days/yr 25+ yrs	10 days/yr 0-5 yrs 17 days/yr 6-10 yrs 20 days/yr 11+ yrs	10 days/yr 0-5 yrs 15 days/yr 6-10 yrs 20 days/yr 11+ yrs	10 days/yr 0-5 yrs 15 days/yr 6-10 yrs 20 days/yr 11-24 yrs 25 days/yr 25+ yrs
Vac Max Accumulation	1.5X annual  USE/LOSE hired >7-1-17	1.5X annual	2X annual; 1.5X payout 7-1-15 Hired after 7-1-14 1.5X USE/LOSE hired >7-1-16	2X annual; 1.5X payout 7-1-15 Hired after 7-1-14 1.5X USE/LOSE hired >7-1-16	1.5X hired <7-1-15 USE/LOSE hired >7-1-15	2X annual 1.5X allowed at payout	2X annual 1.5X allowed at payout	2X annual 1.5X allowed at payout USE/LOSE hired >7-1-16	2X annual USE/LOSE Hired > 11-1-15
PARENTAL/MATERNITY LEAVE	Add'l 48 hours (1 time)			Add'l 5 vacation days (1 time)			Add'l 5 vacation days (1 time)	Add'l 5 vacation days (1 time)	
Paid Time Off (PTO)	NA	NA	Hired after 7/1/18 - 30 days	NA	NA	NA	NA	NA	Exempt hired > 7/1/15 - 30 days
Sick Accumulation	1 day/month (12 hrs)	1 day/month	1 day/month	1 day/month	1 day/month	1 day/month	1 day/month	1 day/month	1 day/month
Sick Max Accumulation	Hired <7-1-17 1,440 hours Hired >7-1-17 1,100 hours	Hired<11-1-98 120 days Hired>11-1-98 20 days	Hired<11-1-98 120 days Hired>11-1-98 20 days	Hired<11-1-98 120 days Hired>11-1-98 20 days	20 days	FT 20 days PT 120 days <7-1-14 PT 75 days >7-1-14	110 days hired <7-1-14 50 days hired >7-1-14	20 days	20 days
Sick Payout	50% of balance if retired through NHRS  75% of balance if employee dies	75% of balance if retired through NHRS  50% of balance if employee dies or leaves after 10 yrs of service	75% of balance if retired through NHRS  50% of balance if employee dies or leaves after 10 yrs of service	75% of balance if retired through NHRS  50% of balance if employee dies or leaves after 10 yrs of service	50% of balance if retired through NHRS	75% of balance if retired through NHRS  50% of balance if employee dies or leaves after 10 yrs of service	50% of balance if retired through NHRS	75% of balance if retired through NHRS	75% of balance if retired through NHRS  50% of balance if employee dies or leaves after 10 yrs of service
Earned Personal Day	NA	1 day after no sick for 12 consecutive months	1 day after no sick for 6 consecutive months	1 day after no sick for 6 consecutive months	no sick days in 6 months receive either 8 hours of pay or 8 hours off with pay	1 day after no sick for 6 consecutive months	1 day after no sick for 90 consecutive days; then 1 for each successive 60 days	1 day after no sick for 4 months to be used within the next 4 months	1 day after no sick for 6 consecutive months
Earned Personal Day limit	NA	no limit	no limit	no limit	no limit	2 days	no limit	no limit	no limit
Disability Ins	Voluntary	STD & LTD	STD & LTD	STD & LTD	STD & LTD	STD & LTD	Voluntary	STD & LTD	STD & LTD
Life Ins	\$5,000	1X salary	1X salary	1X salary	1X salary	1X salary	\$25,000	1X salary	1X salary
Medical Ins	Anthem ABSOS20/40 1KDED RX 10/20/45 Anthem ABSOS25/50 3KDED RX 10/20/45	Anthem ABSOS20/40 1KDED RX 10/20/45 Anthem ABSOS25/50 3KDED RX 10/20/45	Anthem ABSOS20/40 1KDED RX 10/20/45 Anthem ABSOS25/50 3KDED RX 10/20/45 Anthem HMO AB20IPDED(07) RX 10/20/45	Anthem ABSOS20/40 1KDED RX 10/20/45 Anthem ABSOS25/50 3KDED RX 10/20/45 Anthem HMO AB20IPDED(07) RX 10/20/45	Anthem ABSOS20/40 1KDED RX 10/20/45 Anthem ABSOS25/50 3KDED RX 10/20/45	Allegiant Care	Anthem ABSOS20/40 1KDED RX 10/20/45 Anthem ABSOS25/50 3KDED RX 10/20/45 LUMENOS2500(07L)	Anthem ABSOS20/40 1KDED RX 10/20/45 Anthem ABSOS25/50 3KDED RX 10/20/45 LUMENOS2500(07L)	Anthem ABSOS20/40 1KDED RX 10/20/45 Anthem ABSOS25/50 3KDED RX 10/20/45 Anthem HMO AB20IPDED(07) RX 10/20/45
Medical Cost Sharing	FY19 FY20 FY21 FY22 FY23								
Medical OPT OUT Annual Incentive	lump sum	paid bi-weekly	paid bi-weekly	paid bi-weekly	paid bi-weekly	paid bi-weekly			paid bi-weekly
* Family	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400	\$2,400
* 2-Person	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600	\$1,600
* Single	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
Medical OPT DOWN Annual Incentive	NA	paid bi-weekly	paid bi-weekly	paid bi-weekly	paid bi-weekly	paid bi-weekly	NA	NA	paid bi-weekly
* Family to Single coverage		\$1,200	\$1,200	\$1,200	\$1,200	\$1,200			\$1,200
* Family to 2-Person coverage		\$750	\$750	\$750	\$750	\$750			\$750
* 2-Person to Single coverage		\$750	\$750	\$750	\$750	\$750			\$750
Dental	City pays \$230	City pays \$300	City pays \$300	City pays \$300	City pays \$300	City pays \$300	City pays \$300	City pays \$300	City pays \$300
Step/COLA/Merit	FY19 FY20 FY21 FY22 FY23								
On-call Incentive									
Shift Differential									
Longevity	NA	\$200 3-5 yrs Full-time Ees \$325 6-10 yrs \$400 11-15 yrs \$550 16-20 yrs \$600 21+ yrs \$100 3-5 yrs Part-time Ees \$165 6-10 yrs \$200 11-15 yrs \$275 16-21 yrs \$300 21+ yrs	\$200 3-5 yrs \$325 6-10 yrs \$400 11-15 yrs \$550 16-20 yrs \$600 21+ yrs	\$200 3-5 yrs \$325 6-10 yrs \$400 11-15 yrs \$550 16-20 yrs \$600 21+ yrs	Effective 7-1-18: \$400 10-14 yrs \$500 15-19 yrs \$600 20+ yrs	Employees hired <7-1-2019: \$250 3-5 yrs \$375 6-10 yrs \$500 11-15 yrs \$650 16-20 yrs \$700 21+ yrs Employees hired >6-30-2019: \$500 10-15 yrs \$650 16-20 yrs \$700 21+ yrs	Effective 7-1-20: \$1,000 15 years \$1,500 20 years	\$250 3-5 yrs \$375 6-10 yrs \$500 11-15 yrs \$600 16-20 yrs \$700 21+ yrs	\$200 3-5 yrs \$325 6-10 yrs \$400 11-15 yrs \$550 16-20 yrs \$600 21+ yrs